

# Erwin Parisian

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## PROFESSIONAL SUMMARY

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HR Manager with a track record building high-impact solutions and improving KPIs.

## SKILLS

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### Talent

Sourcing • Recruitment

### Operations

Payroll Coordination • HRIS (Workday/BambooHR)

### People Practices

L&D • Succession Planning • Performance Management • Employee Relations

### Compliance

GDPR • Diversity & Inclusion • Employment Law • Workplace Investigations

## EMPLOYMENT HISTORY

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### Talent Acquisition Manager — Hirthe, Tremblay and McKenzie (2016-11-30 - 2017-03-23)

- Rolled out benefits and L&D programs that increased retention in key teams by 7%.
- Implemented a performance review program which improved engagement scores by 18 points.
- Led recruitment for 161 roles across EMEA/US, reducing time-to-hire by 28%.

### Talent Acquisition Manager — Feil - Bechtelar (2023-01-31 - 2023-04-08)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 20%.
- Implemented a performance review program which improved engagement scores by 10 points.
- Led recruitment for 160 roles across EMEA/US, reducing time-to-hire by 12%.

### HR Business Partner — Beahan and Sons (2015-12-19 - 2018-06-23)

- Led recruitment for 21 roles across EMEA/US, reducing time-to-hire by 28%.
- Rolled out benefits and L&D programs that increased retention in key teams by 19%.

### HR Manager — Morar LLC (2025-03-23 - 2025-04-25)

- Rolled out benefits and L&D programs that increased retention in key teams by 18%.
- Implemented a performance review program which improved engagement scores by 13 points.
- Led recruitment for 120 roles across EMEA/US, reducing time-to-hire by 31%.
- Managed complex employee relations issues and maintained compliance with local employment law.

## EDUCATION

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MSc Human Resource Management, Tillman - Rice University (2013)